



**KHSAA TITLE IX RE-VISIT
FIELD VISIT REPORT**

KHSAA Form T76
Rev..11/16

School:	Murray
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 6, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2024-25

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality SATISFACTORY	
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities SATISFACTORY	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The December 13, 2017 Title IX school visit designated the accommodations of student interest and abilities **Satisfactory**. The data submitted by the school at that time indicated the standards established by both Tests 1 and 3 for the provision of athletic opportunities were being met.

An examination of the annual Title IX reports for the past two years indicates that the standards of these two tests continue to be met. The T-1 form in the 2023-24 annual Title IX report shows that females were 40.9% of the athletic participants and 44.2% of the school's enrollment (Test 1). The internal analysis summary for the 2022-23 and 2023-24 documents that the T-3 and T-63 forms show that student athletic interests are being accommodated (T-3). The T-2 form in the 2023-24 annual report shows that the school offers 15 total teams for female participation and 15 total teams for male participation. The T-63 form in the 2023-24 annual reports document that a 77.5% completion rate was received on the most recent student athletic interest survey.

During the most recent Title IX school visit, the Title IX file was reviewed. It contained a board-approved salary schedule for coaches, a listing of the current members of the Gender Equity Review Committee, sample game schedules for all teams, a copy of by-laws for the booster club, facility usage schedules for all venues that are shared per gender, some guidelines addressing awards and recognition of athletic accomplishments (see **Publicity** and **KHSAA Recommended Action**). The Title IX file also had a listing of the locker room and athletic equipment storage space assigned to some teams (see **Locker Rooms, Practice and Competitive Facilities** and **KHSAA Recommended Action**), minutes for GERC meetings held during the past three years, a uniform review, rotation, and/or replacement plan (see **Equipment and Supplies** and **KHSAA Recommended Action**), and a regulation addressing the equitable provision of meals for student athletes (see **Travel and Per Diem Allowances** and **KHSAA Recommended Action**). The athletic director was encouraged to continue to work toward the development and implementation of a comprehensive Title IX file.

BENEFITS REVIEW

BENEFIT	Satisfactory	Deficient
EQUIPMENT AND SUPPLIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Uniform review / replacement plan	X	
Status of uniforms and equipment	X	
Equity of spending		X

BENEFITS REVIEW- EQUIPMENT AND SUPPLIES: The 2017 Title IX school visit report designated this benefit category **Satisfactory**. The report did document by interviews with coaches and student athletes that there was no uniform review/replacement plan in place.

All the uniforms reviewed during the most recent school visit appeared to be of high quality and supplied in equitable quantities. The Title IX file had a uniform review, rotation, and/or replacement plan showing equitable cycles for “like” sports in most cases, but interviews with student athletes and coaches did not confirm that this plan was being implemented. (See **KHSAA Recommended Action**.)

The 2022-23 and 2023-24 annual Title IX reports show that the school was spending \$233 per female athlete and \$642 per male athletes for equipment and supplies. This spending appears to significantly favor male participants. (See **Support Services**.)

BENEFIT	Satisfactory	Deficient
SCHEDULING OF GAMES AND PRACTICE TIMES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Like sports scheduling	X	
Scheduling of shared practice facilities	X	
Optimal playing times	X	

BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES: The 2017 Title IX school visit report designated this benefit category **Satisfactory**. The report noted that there was no usage schedule for the indoor hitting facility that was shared by baseball and softball.

During the most recent school visit, the athletic director revealed information that indicated the number of competitive events scheduled for teams of “like” sports was comparable. The school has five venues that are shared per gender for practices—the main gym, the auxiliary gym, the indoor hitting facility, and two weight training rooms. Usage schedules showing equitable access were made available for all these venues.

The scheduling of competitive events during the most optimal playing times for both genders was discussed with school officials.

BENEFIT	Satisfactory	Deficient
TRAVEL AND PER DIEM	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Mode of transportation		X
Provision for meals and housing		X
Equity of spending	X	

BENEFITS REVIEW- TRAVEL AND PER DIEM: The 2017 Title IX school visit report designated this benefit category **Satisfactory**. The report stated that the school had no regulations in regard to the mode of transportation and the regulations addressing per diem (meals and lodging) were very vague.

During the most recent school visit, documents in the Title IX file showed that the school was not addressing the equitable provision of the mode of transportation and the guidelines about equity of lodging was not adequately specific. (See **KHSAA Recommended Action**.) The guidelines about meals did not indicate *equivalence*.

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$81 per female athlete and \$86 per male athlete for travel and per diem.

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	X	
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: The 2017 Title IX school visit report designated this benefit category **Satisfactory**.

Information gathered during the most recent school visit revealed that the principal is responsible for the evaluation of all head coaches. A written instrument is not currently used as a part of this process. A review of the district's extra service pay schedule showed parity in the amounts paid for "like" positions and the number of positions compensated for "like" sports. A review of the T-35 form in the 2023-24 annual Title IX report showed that the total amounts spent for coaching salaries for teams of "like" sports indicated relative parity.

According to information provided by the athletic director during this visit, the coaching ratio is 7.9 participants per coach for female teams and 9.7 participants per coach for male teams. It was also revealed that 56% (5/9) of the head coaches of girls' teams and 67% (6/9) of the head coaches of boys' teams are on-campus employees.

BENEFIT	Satisfactory	Deficient
LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Competition and practice venues	X	
Dressing areas		X
Equipment storage areas	X	

BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES: The 2017 Title IX school visit report designated this benefit category *Satisfactory*.

The competitive venues seen during the most recent school visit are very well maintained and appointed. Overall, the practice and competitive facilities are excellent. There are some noted differences in the on-campus softball facility and the off-campus baseball facility. The baseball facility shares space with the adjacent football field. The softball field appears to offer a slight advantage. The largest challenge in this benefit category is that the school does not provide dressing rooms for 12 of its teams—baseball, softball, boys soccer, girls soccer, boys tennis, girls tennis, boys cross country, girls cross country, boys golf, girls golf, boys swimming, and girls swimming. These students are entitled to a safe and secure place to dress for athletic events and/or practice. Three exclusive dressing areas are in the main gym, and one exclusive dressing are is in the fieldhouse. If assigned properly, all these venues could be shared for equitable benefits. There are two large, well-appointed dressing rooms in the auxiliary gym which are not assigned to any teams. The GERC should look into dressing areas at off-campus facilities—gym and golf. (See *KHSAA Recommended Action*.) Each team has an assigned equipment storage space. These areas seem to be commensurate with the size of the teams and the proximity to their competitive and practice venues.

BENEFIT	Satisfactory	Deficient
MEDICAL AND TRAINING FACILITIES AND SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Weight room location and access	X	
Weight room usage schedule	X	
Appropriate equipment for female use	X	
Athletic Training services	X	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The 2017 Title IX school visit report designated this benefit category ***Satisfactory***.

The tour of facilities during the most recent school visit revealed that the school has two well-equipped weight training rooms. Weight room #1 is located adjacent to the gym and is shared by all teams except boys' tennis and girls tennis, boys track and girls track, and football. This venue has training options that are suitable for use by female athletes. There was an equitable usage schedule for this training room in the Title IX file and posted at the facility. Weight room #2 is in the football field house and is shared by football and boys tennis and girls tennis and boys track and girls track teams. This venue also has some training options for female use. There was an equitable usage schedule in the Title IX file and posted at the venue. Interviews with student athletes indicated widespread use of both weight training rooms.

An athletic trainer is available daily on an equitable basis. The trainer is employed by the Murray Independent School district. Two local physicians offer free physical examinations on designated days during the summer break.

BENEFIT	Satisfactory	Deficient
PUBLICITY	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Support group assignments	X	
Written regulation for recognition		X
Equity of spending	X	

BENEFITS REVIEW- PUBLICITY: The 2017 Title IX school visit report designated this benefit category **Satisfactory**.

According to administrators, the school currently has one varsity cheerleading squad that cheers at all home and away football games and at all home boys basketball and girls basketball games and at away games versus teams in the region. The full band performs at all home football games. The pep band plays at all home boys/girls basketball double-header games. The Title IX file had regulations addressing the equitable provision of awards, and there were some guidelines addressing the posting of banners for recognition. However, this policy did not describe the criteria for the banners currently posted in the gym. (See **KHSAA Recommended Action**.) The regulations regarding banquets need to be expanded to include oversight by the athletic director. There were no guidelines addressing the criteria/process for induction into the school's Athletic Hall of Fame. (See **KHSAA Recommended Action**.)

The 2022-23 and 2023-24 annual Title IX reports showed that the school spent \$53 per female athlete and \$36 per male athlete for awards and recognition.

BENEFIT	Satisfactory	Deficient
SUPPORT SERVICES		X
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Office access	X	
Booster Support		X
Overall spending for athletic support		X

BENEFITS REVIEW- SUPPORT SERVICES: The 2017 Title IX school visit report designated this benefit category **Satisfactory**. That report strongly recommended that the school develop and implement a procedure for administrative oversight of booster expenditures in an attempt to insure parity.

The tour of facilities during the most recent school visit showed that the available athletic office space seemed to be assigned equitably. According to administrators, there is currently one athletic booster club that supports all athletic teams at the school. This club houses its funds off the school campus. The 2017 Title IX school visit report requested the school to develop and implement a mechanism for oversight of booster spending for the provision of equitable benefits. According to administrators, this procedure for oversight is not in place at this time. (See **KHSAA Recommended Action.**) The internal analysis summaries for the annual Title IX reports for the past two years show the following:

- **2022-2023 Expenditures** for female athletes was 39.9% of the total while females were 45.5% of the participants and expenditures for male athletes was 60.1% of the total while males were 54.5% of the participants or \$721 was spent per female participant and \$906 was spent per male participant.
- **2023-2024 Expenditures** for female athletes was 33.7% of the total while females were 40.89% of the participants and expenditures for male athletes was 66.29% of the total while males were 59.11% of the participants or \$741 was spent per female participant and \$1,008 was spent per male participant.

In summary, the spending data submitted by the school appears to favor the male participants over the two-year period of this analysis on both a percentage and per athlete basis. **This benefit category is deemed deficient** as a result of this two-year disparity. (See **KHSAA Recommended Action.**)

CURRENT DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to current deficiencies	Date for Verification of Action to address deficiency
<p>(SUPPORT SERVICES) The data submitted by the school for the past two years shows that athletic spending was outside of generally accepted parameters for the provision of parity for a football-playing school.</p>	<p>The school is to submit to KHSAA the results of a self-study conducted by the athletic administration and the Gender Equity Review Committee. This study is to determine in which benefit categories spending is disproportionate. The next step is the designation of "like" sports within the designated benefit category(ies) where spending is disproportionate. The third step is to identify the procedures implemented to bring spending into acceptable parameters within a two-year period.</p>	<p>On or before <u>January 28, 2025</u></p>
<p>The school failed to establish a system of administrative oversight of booster spending as requested in the December 13, 2017 Title IX school visit report.</p>	<p>The school is to submit to KHSAA a written description of the mechanism implemented to oversee booster club spending in order to provide equitable benefits for all student athletes.</p>	<p>On or before <u>January 28, 2025</u></p>

RECURRING DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to recurring deficiencies	Date for Verification of Action to address deficiency
<p>No deficiencies were designated as a result of the December 13, 2017 Title IX school visit report.</p>		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>(Publicity)</p> <ul style="list-style-type: none"> <input type="checkbox"/> The school is to submit to KHSAA written regulations addressing the provision of parity in regard to posting banners in the gym for recognition of individual and teams' accomplishments. <input type="checkbox"/> The school is to submit to KHSAA the process by which an individual is inducted into the Athletic Hall of Fame. 	<p>On or before <u>January 28, 2025</u></p>
<p>(Locker Rooms, Practice and Competitive Facilities) The school is to submit to KHSAA a listing of the locker room assignments showing the dressing areas for <u>all teams</u>. This document is to be signed by all the head coaches, athletic director, and all members of the Gender Equity Review Committee.</p>	<p>On or before <u>January 28, 2025</u></p>
<p>(Equipment and Supplies) The school is to submit to KHSAA a written uniform review/rotation/replacement plan that lists all teams and shows at least one full cycle of replacement for all teams. This document is to be signed by all head coaches, athletic director, principal, and members of the GERC.</p>	<p>On or before <u>January 28, 2025</u></p>
<p>(Travel and Per Diem Allowances)</p> <ul style="list-style-type: none"> <input type="checkbox"/> The school is to submit to KHSAA regulations addressing the provision of parity in regard to the <i>mode of transportation</i> for student athletes. <input type="checkbox"/> The school is to submit to KHSAA regulations addressing the provision of parity in regard to <i>lodging</i> for student athletes. 	<p>On or before <u>January 28, 2025</u></p>
<p>NOTE: Once the requested regulations are submitted and approved, they are to become a part of the Title IX file.</p>	

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Owen M. Howell	Student Athlete
Isabelle G. Bourne	Student Athlete
Tam Foust	Girls Basketball Head Coach
Krysten Sebby	Boys and Girls Track Head Coach
Tony Jarvis	Principal
Ann Greenfield	District Athletic Director
Julie Stone	Bookkeeper
Kathy Johnston	KHSAA

OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation, as per request, the school was asked to provide a copy of its Athletic Facility Emergency Medical Plan (KRS 160.445). The plan presented was comprehensive and venue-specific as required by the statute. The athletic director stated that practice drills are not held to practice the steps in this plan.

As per request, the school was asked for a listing of the locations of its Automated External Defibrillators. It was confirmed that AEDs were in (1) the commons area adjacent to the main gym; (2) the auxiliary gym; (3) the home dugout at the soccer field; (4) the concession stand at the soccer/baseball field; (5) the field house adjacent to tennis and track facility; (6) the indoor hitting facility; (7) the middle school concession stand; and (8) on the hallway wall in front of the gym at the middle school.

No one from the community attended the Public Comments session which was advertised two days in the local newspaper. The athletic director was thanked for her assistance during this visit. The meeting was adjourned at 4:20 EST.